



Lake County

JSEC Insider

Frequently Asked Questions

The Following is a list of some of the most frequently asked questions that have been presented to Job Service staff.

Please feel free to contact our local office at any time to discuss any of them.

Why does Job Service staff call or send letters each month to find out hiring information?

The hiring information staff is requesting provides local labor market information. Research & Analysis is able to compile this data to provide wage data as well as other pertinent information.

What if I don't think the employee came from Job Service?

Often times job seekers will see the employers name and contact them directly. It is helpful for staff to know who was hired so that this information can be recorded for statistical purposes.

Why does staff call regarding my application?

To help protect employers, staff may review employer applications & notify them if information asked could be considered discriminatory or illegal.

If my employees have questions about their employment what will Job Service do?

Staff will refer the employee to the most appropriate resource available to them; such as Unemployment Insurance, Wage & Hour, Worker's Compensation, etc.

DisAbility

At a disability conference in Helena in May, speaker John D. Kemp, Esq., provided employment awareness training on strategies for recruiting and retaining people with "disAbilities." He provided a four hour presentation touching on the new ADAA (American with Disabilities Amendment Act) as well as covering the entire employment relationship from recruitment and providing reasonable accommodations to discharge.

Although the current economic situation does not bode well for hiring anyone, the economics of retention of good workers makes fiscal sense especially when the statistics prove that employees with disabilities have a 50% higher retention rate than average workers. Mr. Kemp also pointed out that only 15% of the population is born with disabilities and that most disabilities are either acquired or develop as a result of aging. This is important to consider since the American workforce is growing older and shrinking in numbers.

The MT DOL has 5 "Navigators" statewide that serve as resources for applicants and employers. Each Job Service office also has technical resources to assist disabled applicants with their quest for employment. To learn more, contact your Job Service office. The disability navigator for our region is Mark Waugh at the Flathead Workforce Center and can be reached at 758-6253.

2009 Ken Rohrenbach Scholarship ~ Montana state Employer Committee Scholarship Winner Reed Tobol, Ronan High School



*Karen Dellwo, JSEC Chair, left
Reed Tobol, Center
Blanche Rohrenbach, right*



Mission Valley One Stop Workforce Center
Lake County Job Service
417 B Main Street
Polson, MT 59860



New Resource: Human Rights Bureau Discrimination Handbook

The Montana Human Rights Bureau has updated their discrimination handbook. The new format is an easy to use reference guide that covers Human Rights specific to MT. It covers the following topics: Protected Classes, the Human Rights Bureau Process, Sexual Harassment/Unlawful Harassment, Pregnancy and Breastfeeding, and Disability: Physical, Mental or Perceived. Copies are available at no charge at the Job Service office.



Workplace Trends

How worried are your employees?

A new survey claims that employees across the country spend nearly three hours a day worrying about their job security. The national survey by Lynn Taylor Consulting, a productivity consultant, found that bosses are fueling fear when they stay behind closed doors. Seventy-six percent of the employees surveyed said they when faced with closed doors unexpectedly, it triggers thoughts of being laid off. When asked how often they think a boss' closed door signals layoffs, 11% of respondents said always, 32% said often, 33% said sometimes, 15% said rarely, and 9% said never or they did not know.

Wage Increase

**Minimum Wage
Increases to
\$7.25 per hour on
July 24, 2009**



New 5 in 1 posters at NO Charge

Contact the local
Workforce Center or
Todd Erickson, BRC
883.7885

Montana State Employer Committee
Presented the
**2009 Innovation in Business Conference
scholarship to:**

The Cove Deli and Pizza

The MSEC (Montana State Employer Committee) conference was held in Helena from May 18-20th.

The event focuses on Montana's private sector businesses and professionals, representing workforce development, education and economic development. The conference covers topics ranging from customer service to labor law updates.

Congratulations to Ken Avison & his Team!

JSEC Members

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Audi Moran, S&K Technologies
Theresa Jones, St. Luke Hospital, V. Chair
Emily Peck, Polson School Dist., #23
Jesse Yarbrough, Polson School Dist., #23
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Wayne Fuchs, St. Luke Hospital
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